

EXHIBIT N

CASE DETAILS

SHELL-16-11-0050

CONFIDENTIAL MEMORANDUM

Report Initiated	2016-11-15 13:38 GMT	Primary Priority	C
Scheduled Follow-up		Case Indicator	
Source	Web Submission	Current Status	Open 2016-11-15
Awareness Resource	Declined	Case Opened	2016-11-15
Language	English	Case Closed	
Documented by	WEBALLEGATIONSUBMIT	Days Open	13 days
	Case Due Date		2017-01-14

Allegation	Class	Priority	Primary
Harassment	People and Safety	C	Yes

Location	Location Geography	Location Function
United States Shell Appalachia 
 12880 Route 6, Wellsboro, PA 16901	Region:Americas	

Parties Involved	Party Type	Job Title	Description
Jesse Barnes Other (570) 404 0862 jesse.a.barnes@shell.com	Caller	Maintenance Analyst	
William Turney	Subject	Maintenance Supervisor	

Issue Summary

I have been dealing with harassment issues, specifically name calling, belittling, inappropriate touching and comments.

Issue Details

Since I have started working under my direct supervisor there has been issues with harassment and a hostile work environment. I put in a list form below of the incidents I have been dealing with.

I have been shown a "selfie" of my supervisor in his underwear by him.

I have been brought into situations with a employee that were not necessary because my supervisor thought it was funny that the other employee and myself did not like each other.

I have received non work related text messages.

I was told in my mid-year review that I make good money for a woman and should not be upset with my pay grade by my supervisor.

I was told I work well with male employees because I am a woman by my supervisor.

I was told I am a hot blonde by my supervisor.

I am continuously asked about my personal life by my supervisor.

My supervisor has referred to my significant other as a nerd.

During a pulse survey meeting, when I spoke up about an opinion I had, I was told the meeting was not about me by my supervisor.

At a work charity golf tournament I was asked more than once why I was not wearing shorts at this event and if my supervisor could cut my pants into shorts as well as other supervisors joined in and took a picture of my backside (buttock) and saved on phone.

I was informed to "bullshit" my superintendent on what my position competency by my supervisor.

My supervisor touches my arm and or leg the majority of the time I have a meeting or talk to him one on one.

I was told I am only right if my supervisor allows me to be by my supervisor.

I have addresses my supervisor about an issue I was having with a co-worker and was told that is the way it was going to be. This co-worker had lied to me saying that my supervisor was mad at me because I was falling behind on work. When I asked my supervisor what I needed to catch up on he denied that he had said anything.

My supervisor told me I was intended to be a pay grade 7 but was told by OM that I would be an 8 with no explanation.

My supervisor said he thinks it's funny when I get into a disagreement with other women co workers. Supervisor gestures cat claws and makes a hissing noise.

I expressed a concern to my supervisor a CPR trainer that instructed at our office that when I was performing CPR the instructor told me to "pick my ass up" in front of male colleges. My supervisor said "well did you pick it up?" in a laughing manner.

In my goals on HR online I entered I would attempt to visit the field every quarter for I am office based and want to gain knowledge of the field. When I asked permission to spend the day in the field with a female colleague I was told by my supervisor I was only allowed to go for 4 hours. When I asked why and/or if he needed me for something that prevented me from spending an 8 hour day in the field, he responded with no I just don't think you need to spend the whole day in the field.

I have been called a bitch by numerous people in the office.

I was told when I voiced some of my concerns that "I need to stop playing the victim".

I have been told by co workers that maybe if they wore tight pants and batted their eyes they could get what they wanted, suggested that this is what I do.

I have been referred to as a "window licker", which I believe was to insult my intelligence.

Superintendent had written me a note to tell me he thought I did a good job regarding certain projects and CC's my supervisor on the email. I was then taken a side by my supervisor and a door was closed so the superintend could not hear supervisor talk down to the things the superintendent just gave me recognition for.

I have been asked by my supervisor multiple times if I thought about him over the weekends.

I supervisor has told me that he has thought about me while showering.

My supervisor encourages arguments among my team.

I was told I was not smart enough by a supervisor to be able to do something.

A co worker had put his hands through my hair without permission.

My supervisor mocks me when I have informed people I do not like to be touched.

My supervisor has mocked me when I told him I do not come to work to hear that I am pretty when a co worker referred to be as pretty. My supervisor kept saying it when I addressed him "I don't come to work to hear I am pretty" he would say to me.

I feel like I am being bullied at work. On a daily basis I feel upset and frustrated. I have become very unhappy while at work. My motivation level has decreased and my communication is lacking. This is affecting my work and personality at work.

Additional Questions

What is your relationship to Shell?

Answers

Shell Employee

Did you choose to remain anonymous? No

If you would rather remain anonymous, would you instead be willing to communicate with just one individual in Shell without having your name documented? N/A

If you are not comfortable with this would you be prepared to communicate via an independent Third Party? N/A

If you are willing to do this Shell will respond to your issue with a contact name/number for you to receive on your follow up call. N/A

Are you reporting an issue in the United States or outside the US? Inside the US

For which business unit or area of operations does the subject of this report work [if the caller does not know, ask which business unit he/she works for]. Shell Oil Products US (SOP US) (also includes Chemical Manufacturing at Deer Park, Geismar or Norco)

If you do not work for one of these units, what is the name of your operating unit? N/A

To which Shell company does this issue refer? N/A

Communication with Reporter

Type	Date Entered	Entered By	Reply Given to Reporter	Language
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Follow-up	2016-11-16 13:30 GMT	webAllegationSubmit	No	English
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WPA Follow-Up

The user has not provided any additional details for this report.

Reply	2016-11-15 19:05 GMT	Connie Olivarez	Yes	English
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Investigation Pending

Dear Reporter:

Thank you for your submission. Your report has been received and is now being assessed accordingly.

Regards,
Business Integrity Department

Other Background Details

Shell Business (Level 1)	Upstream
Shell Business (Level 2)	UPU - Unconventionals
Report Type	Allegation
BID Investigation	No, HR/HSSE
Report Name	HR
CMS Case Number	
Origin of Report	Helpline
Allegation against	Shell Employee
Location of case material	
Date set to Pending	
Referred to Law Enforcement	
Job Grade of Subject 1	

Job Grade of Subject 2
 Job Grade of Subject 3
 # Employees terminated
 # Contractors terminated
 # Employees disciplined
 # Contractors disciplined

Assignee	Assignment Type	Complete/Removed	Date Assigned	Assigner
Cari Otto	Lead Investigator		2016-11-15 19:01 GMT	Connie Olivarez
Doug Schlegel	View-Only		2016-11-15 19:01 GMT	Connie Olivarez
Joseph Montemayor	View-Only		2016-11-15 19:01 GMT	Connie Olivarez
Matthew D Griffiths	View-Only		2016-11-15 19:01 GMT	Connie Olivarez

Assignment Notes	Date Entered	Entered By
No Case Assignment Notes found for this call report.		

Investigation Notes	Date Entered	Entered By
No Case Investigation Notes found for this call report.		

Other Investigation Details

Date of Incident N/A

External Investigator Cost: Currency

Real loss: Currency

Potential loss: Currency

Case Indicator

Legally Privileged
 Potential Report to SEC
 Up the Ladder

Related Case	Same Case	Date Added	Added by
No Related case found for this call report.			

Resolution Details

No Resolution found for this call report.

Executive Summary Reporter alleges harassment in the workplace.

Other Resolution Details

Attachments

File Name	Date Added	Uploaded By
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No Case Upload Files found for this call report.

*Client agrees and understands that NAVEX Global neither warrants, vouches for, nor authenticates the reliability of the allegations provided in this report. Client agrees that it shall have the sole responsibility for investigating or otherwise evaluating these allegations and other information provided and to comply with all local, state and federal laws pertaining to the investigation and protection of such information, as well as the protection of all rights of any person or persons accused of any wrongdoing.